Career Designation

After Action Brief

Capt Stephen McNeil, USMC
Retention & Release Officer

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Purpose of Career Designation

- **Career designation is a force shaping tool.**
- **MCO 1001.45J: "Career Designation – Career designation is the process used to manage the active component (AC) officer population. Career designation accomplishes the objectives of retaining the best qualified officers on active duty and maintaining the AC officer population in each year of commissioned service at a level that supports the promotion timing and opportunity guidelines to Major."**

Eligibility

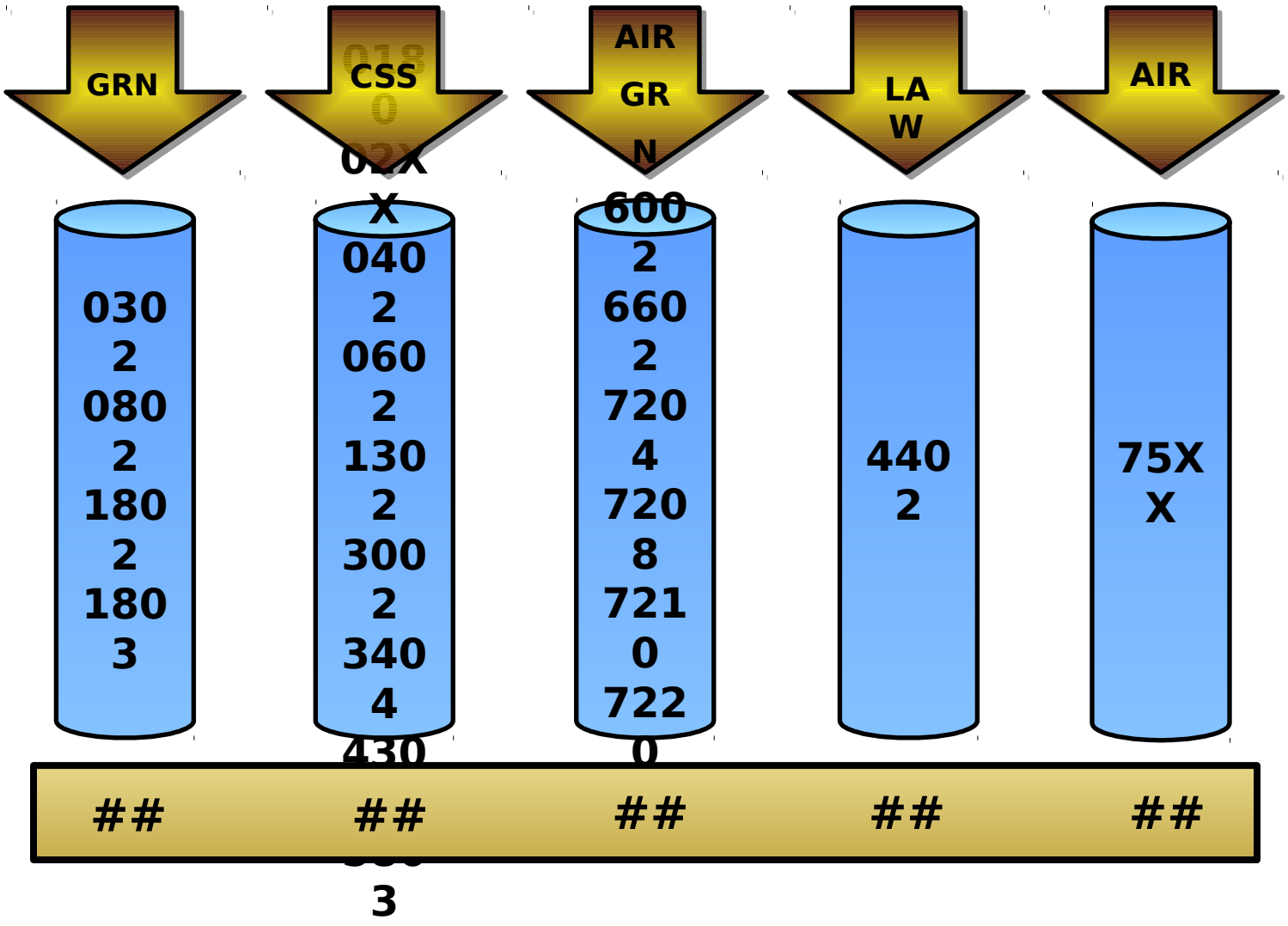
- **Must be In-zone for Captain**
- **Must have 540 days of observed FitRep time <u>POST</u> MOS School**
- **It is possible for an officer to be selected for Captain but not eligible or fail selection for Career Designation**
- **All officers will be allowed at least one opportunity for review**
  - **If an officer is in zone for Captain but does not have 540 days and has an EAS before the next board the officer can request an EAS extension through MMOA-3. It is the officer's responsibility to request the extension.**
- **Officers may request to be non-considered via AA-form routed to MMOA-3**

Career Designation / Retention %

CD BOARD	CSS	GRN	AV-GRN	LAW	AVIATION
FY11 ORB #1	65%	65%	65%	ALL QUALIFIED	ALL QUALIFIED
FY11 ORB #2	65%	65%	65%	ALL QUALIFIED	ALL QUALIFIED
FY12 ORB #1	60%	60%	60%	85%	95%
FY12 ORB #2	60%	60%	60%	85%	95%
FY13 ORB #1	55%	55%	55%	85%	95%

In comparison, the overall selection opportunity to Maj on FY13 and FY14 board was 80% and 75%, making the career designation board one of the most competitive processes in a junior officer's career.

How the process works



Eligible officers are divided into five competitive categories.

The number of officers selected is determined by the retention % for each category. Short MOS's are precepted, as required.

<u>The precept does not</u>

Board Observations

- **RS/RO observations**
  - **Don’t make the Board guess……Be bold, say what you mean, know your profile**
  - **Comments often do not match markings, leaves uncertainty as to the RS/RO intent**
    - **“1st Lt Smith is 1 of 5 Lieutenants in the Bn …”**
    - **RO markings have him below average in the tree (Marked in the 5 block with 53 above and only 1 below him)**
  - **Small profile RS should be countered with high profile RO when able**
  - **Endorsement for promotion and career designation when appropriate and only if warranted**
    - **No comment, “Recommend”, “Enthusiastically recommend” – differences are significant**
  - **Comment on anomalies, performance, and circumstances**
  - **Sect A, Item 4 "Duty Assignment"**
    - **Stick with MAGTF terminology, minimize the use of MOS-specific descriptors and language**
- **Useful RS/RO markings**
  - **“2 of 14 Lts in the Bn”**
  - **“Top 5% in the unit”**

Board Observations

- **Observed reports**
  - **Many PTAD reports prior to TBS/MOS school were generally detrimental to the cumulative RV/RO average**
  - **540 days of FitRep time is calculated using RS observed time only (RO observation time is not a factor)**
  - **Joint IA billets with RS/RO conducted by USA, USAF, USN, GS (civilian) must have Senior Marine third officer sighting**
    - **Third officer must review for technical accuracy and *should* comment on the Marine's overall performance**
- **Commendatory/ Derogatory**
  - **Ensure the appropriate block is checked or performance could be missed**
  - **CG's Honor Roll, MOS Honor Grad, etc.**
- **Pillars of Performance**
  - **MOS credibility/proficiency**
    - **Comment on progression**
    - **If assigned outside MOS, why?**
  - **Leadership**
  - **Potential for future performance**

Board Observations

- **Review your OMPF before the board!**
- **Letters to the board**
  - **Communicate intent, discrepancies, billets, delays in training, amplifying details on Adverse Materials, etc.**
  - **Don’t complain. Be brief.**
- **Pictures**
  - **Many pictures showed a personal appearance which was substandard**
  - **Awards worn improperly, eccentric haircut, outside grooming standards, etc.**
  - **Should be reviewed by senior officer before submission to OMPF**
  - **MARADMIN states current picture required**
- **PFT/CFT/MCMAP**
  - **Low 1st class and 2nd class viewed negatively**
  - **Only TanBelt – negative, BlackBelt - positive**
- **TBS and MOS school rankings**
  - **Performance was briefed**
- **PME status**
  - **Progress is a factor in promotion and career designation**
- **Performance**
  - **Bloom where you’re planted**
  - **Positive trends within rank**

Board Observations

- **Adverse material – You <u>can</u> recover**
  - **Take responsibility**
  - **Demonstrate recovery and show improved performance**
  - **No OMPF discrepancies**
  - **Letters of recommendation**
  - **Accept the fact you must “work twice as hard for half the credit”**
- **Date gaps**
  - **Should be addressed**

Post Board - Accepting Career Designation

- **Process for Acceptance/Declination:**
  - **Accept or decline via MOL within 45 days from the release of the results MARADMIN**
  - **Failure to respond is an automatic declination**
- **Acceptance:**
  - **Officer will incur 24 months obligated service**
    - **EAS goes away but cannot resign (without waiver of obligated service) for 24 months**
- **Declination:**
  - **Officer will execute EAS**
  - **EAS extensions for failure or declination on a case by case basis through MMOA-3. Officer will NOT be looked at for Career Designation again.**
  - **Approximately 10% of selected officers, on average, will decline CD.**
- **Meritorious Career Designation:**

Commanding Generals of the following commands may nominate Marines not selected for CD: MARFORCOM, MARFORPAC, MCICOM, MCRC, TECOM, MARFORLOGCOM

- Number of allocations is based upon % of eligible population

References

- **MCO 1001.45J: CAREER DESIGNATION, RETENTION, AND RETURN TO ACTIVE DUTY, REDESIGNATION OF RESTRICTED OFFICERS TO UNRESTRICTED STATUS, AND INTERSERVICE TRANSFER OF OFFICERS INTO THE MARINE CORPS**

- **MCO P1610_7F: PERFORMANCE EVALUATION SYSTEM**

- **MCO 6110.3 W CH 1: MARINE CORPS BODY COMPOSITION AND MILITARY APPEARANCE PROGRAM**

- **MMOA-3, RETENTION AND RELEASE: https://www.manpower.usmc.mil/portal/page/portal/M_RA_HOME/MM/A_OA/OA-3/Ret_Rel**

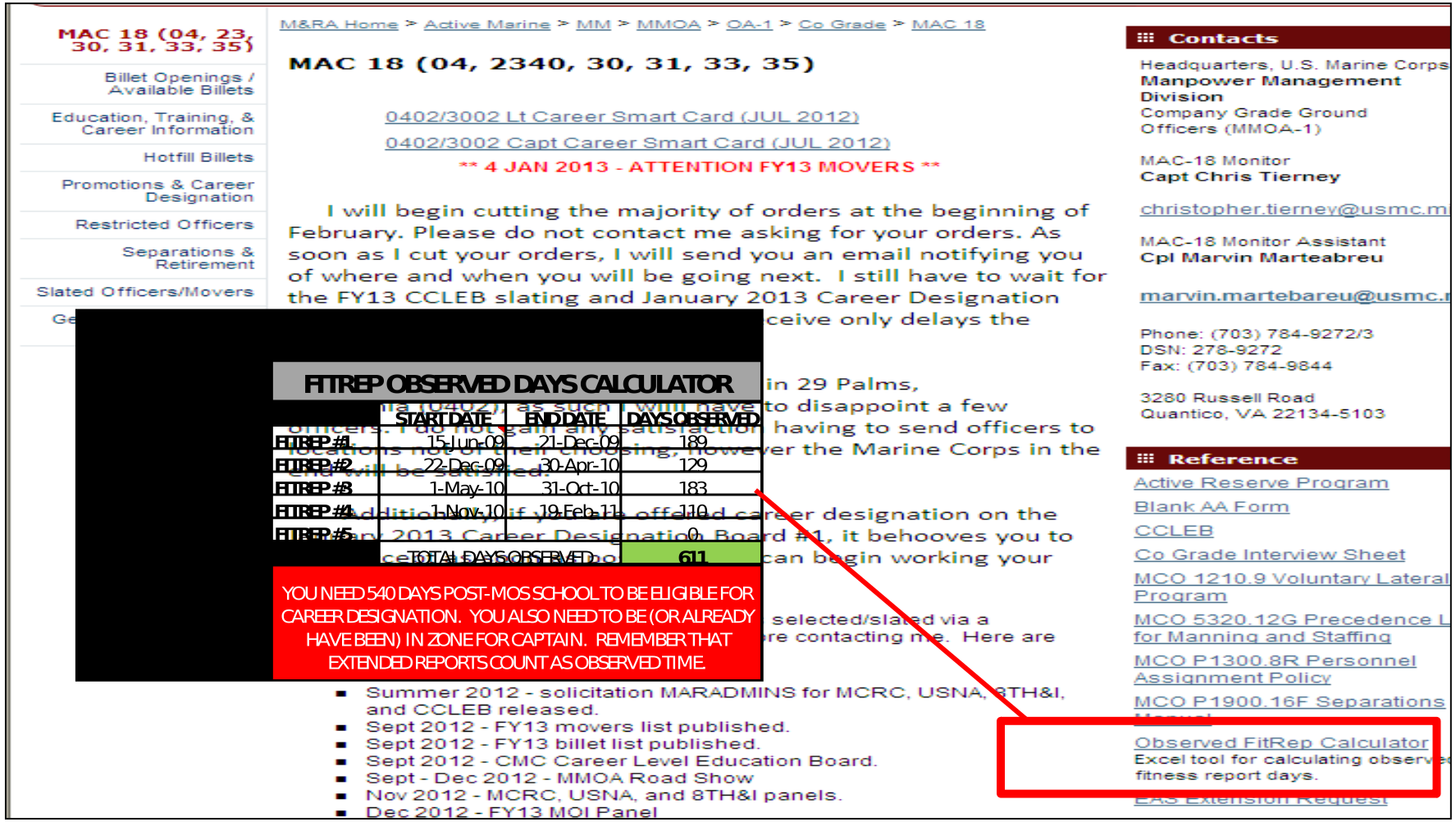
CD Board / Fitrep Schedule

CD BOARD	ANNOUNCEMENT MARADMIN, RELEASE DATE	BOARD CONVENING DATE	DATE OF RANK	OMPF CUTOFF DATE	EAS CUTOFF DATE	RESULTS MARADMIN, RELEASE DATE
FY11 ORB #1	657/10, 23 NOV12	26 JAN 11	I/Z FOR CAPT, 1STLT DOR 23MAY 10 OR EARLIER	N/A	N/A	113/11 17 FEB 11
FY11 ORB #2	328/11, 7 JUN 11	1 AUG 12	I/Z FOR CAPT, 1STLT DOR 23MAY 10 OR EARLIER	1 JUL 11	1 OCT 11 OR LATER	486/11 18 AUG11
FY12 ORB #1	671/11, 15 NOV 11	2 FEB 11	I/Z FOR CAPT, 1STLT DOR 22 MAY 11 OR EARLIER	1 JAN 12	1 APR 12 OR LATER	076/12 16 FEB 12
FY12 ORB #2	319-12, 18 JUN 12	6 AUG 12	I/Z FOR CAPT, 1STLT DOR 22 MAY 11 OR EARLIER	1 JUL 12	1 OCT 12 OR LATER	485/12 31 AUG 12
FY13 ORB #1	649/12, 13 NOV 12	26 JAN 13	I/Z FOR CAPT, 1STLT DOR 22 MAY 12 OR EARLIER	1 JAN 13	1 APR 13 OR LATER	FEB ‘13
FY13 ORB #2	MID-JUNE '13	AUG '13	I/Z FOR CAPT, 1STLT DOR 22 MAY 12 OR EARLIER	1 JUL 13	1 OCT 13 OR LATER	AUG '13

- The August and January career designation boards are scheduled to coincide with the submission of April and October semi-annual reports for 1stLts. Timely submission of these reports is crucial as it will assist in determining the total number of eligible officers (and therefore the number to be retained) prior to the board convening.

- The August board is typically populated with more Captains (who were not eligible for CD as a 1stLt) as a result of the May AN fitrep

Verifying Officer's Eligibility


MAC 18 (04, 23, 30, 31, 33, 35)
Billet Openings / Available Billets
Education, Training, & Career Information
Hotfill Billets
Promotions & Career Designation
Restricted Officers
Separations & Retirement
Slated Officers/Movers
M&RA Home > Active Marine > MM > MMOA > OA-1 > Co Grade > MAC 18
MAC 18 (04, 2340, 30, 31, 33, 35)
0402/3002 Lt Career Smart Card (JUL 2012)
0402/3002 Capt Career Smart Card (JUL 2012)
** 4 JAN 2013 - ATTENTION FY13 MOVERS **
I will begin cutting the majority of orders at the beginning of February. Please do not contact me asking for your orders. As soon as I cut your orders, I will send you an email notifying you of where and when you will be going next. I still have to wait for the FY13 CCLEB slating and January 2013 Career Designation
FITREP OBSERVED DAYS CALCULATOR
START DATE
END DATE
DAYS OBSERVED
FITREP #1: 15-Jun-09 21-Dec-09 189
FITREP #2: 22-Dec-09 30-Apr-10 129
FITREP #3: 1-May-10 31-Oct-10 183
FITREP #4: 1-Nov-10 19-Feb-11 110
FITREP #5: 0
TOTAL DAYS OBSERVED: 611
YOU NEED 540 DAYS POST-MOS SCHOOL TO BE ELIGIBLE FOR CAREER DESIGNATION. YOU ALSO NEED TO BE (OR ALREADY HAVE BEEN) IN ZONE FOR CAPTAIN. REMEMBER THAT EXTENDED REPORTS COUNT AS OBSERVED TIME.
Summer 2012 - solicitation MARADMINS for MCRC, USNA, 8TH&I, and CCLEB released.
Sept 2012 - FY13 movers list published.
Sept 2012 - FY13 billet list published.
Sept 2012 - CMC Career Level Education Board.
Sept - Dec 2012 - MMOA Road Show
Nov 2012 - MCRC, USNA, and 8TH&I panels.
Dec 2012 - FY13 MOI Panel
Contacts
Headquarters, U.S. Marine Corps
Manpower Management Division
Company Grade Ground Officers (MMOA-1)
MAC-18 Monitor
Capt Chris Tierney
christopher.tierney@usmc.m
MAC-18 Monitor Assistant
Cpl Marvin Marteabreu
marvin.martebareu@usmc.
Phone: (703) 784-9272/3
DSN: 278-9272
Fax: (703) 784-9844
3280 Russell Road
Quantico, VA 22134-5103
Reference
Active Reserve Program
Blank AA Form
CCLEB
Co Grade Interview Sheet
MCO 1210.9 Voluntary Lateral Program
MCO 5320.12G Precedence L for Manning and Staffing
MCO P1300.8R Personnel Assignment Policy
MCO P1900.16F Separations
Observed FitRep Calculator
Excel tool for calculating observe fitness report days.

- **Eligibility criteria will be specified in the announcement MARADMIN.**
- **Products such as fitness report calculators are available on most company grade monitor webpages. Marines have access to their MBS via Marine Online.**